

Health in All Policies, CA Culminating Team Report



National Leadership Academy
for the Public's Health

A. Background

Health in All Policies (HiAP) Team

- **Josaphine Stevenson**, Food Procurement Project Lead
- **Julia Caplan**, Program Director
- **Karen Ben-Moshe**, Project Coordinator
- **Lianne Dillon**, Policy Associate

Team History

- Team Formation: Staff were hired to support CA HiAP Task Force in the summer of 2010. The current team was formed in February 2012.
- Responsibilities: Support 18-agency collaboration on health and many policies

What is Health in All Policies?

- ❑ A non-partisan, collaborative approach to improving the health of all people by incorporating health considerations into decision-making across sectors and policy areas.
- ❑ Builds on international efforts and is spreading rapidly in the US.
- ❑ In 2010 the Governor of CA established a HiAP Task Force to advance health and sustainability in California.

A. Background

Why HiAP?

Population of focus: All residents of California

- ❑ Re-shaping the economic, physical, social, and service environments in which people live, can help ensure opportunities for health and support healthy behaviors.
- ❑ BUT health agencies rarely have the mandate, authority, or capacity to change these environments.
- ❑ Solutions to complex problems (poverty, chronic disease, climate change) require collaborative efforts across many sectors.
- ❑ Health in All Policies is one approach to address these problems.

Initial Team Leadership Goals

- Facilitate inter-agency collaboration
- Embed health in government decision-making
- Engage stakeholders
- Create and hold out a vision
- Promote health equity

Changes, Challenges, and Opportunities

□ Unanticipated Changes

- Leadership turnover
- New Office of Health Equity

□ Challenges

- Relationship continuity
- Staff capacity

□ Opportunities

- Increased leadership roles
- Deeper relationships with partners
- New steps toward promoting equity

C. Community Health Improvement Project

Vision – Desired Future State

- ▣ Health & health equity integrated into decision making at all levels in all sectors.

- ▣ HiAP **aspirational goals** are that all California residents:
 - have the option to safely walk bicycle, or take public transit to school, work, and essential destinations;
 - live in safe, healthy, and affordable housing;
 - have access to places to be active, including parks, green space, and healthy tree canopy;
 - are able to live and be active in their communities without fear of violence or crime;
 - have access to healthy, affordable foods at school, at work, and in their neighborhoods;
 - California's decision makers are informed about the health consequences of various policy options during the policy development process.

Team Project Goal

Achieve Health Equity through Health in All Policies

- ▣ *Objective 1:* Promote Health Equity through the HiAP Task Force.
- ▣ *Objective 2:* Provide Leadership and Help Build the Capacity of the Office of Health Equity.

C. Community Health Improvement Project

Big Picture – Many Stakeholders



Big Picture – Context & Challenges

- ❑ National and international attention
- ❑ Leadership and institutional change
- ❑ Shift from planning to implementation
- ❑ New opportunities to promote health equity and the Health in All Policies approach

Project Outcomes & Learnings

Outcomes:

- Summary document of Task Force agency approaches to equity
- Equity lunch and learns for OHE staff team
- Developing common language around health equity for OHE

Learnings:

- First and always “assume good intentions”
- The importance of speaking up. We have something to offer!
- Importance of effectively managing up
- Be bold to advance health equity
- Apply our lessons learned from collaborating with external partners to our internal efforts

Impact of NLAPH Program

- The NLAPH Program:
 - Facilitated team cohesion and enhanced our ability to be effective leaders.
 - Gave us space to explore different leadership styles.
 - Provided support during a time of transition and enabled us to take-on new leadership challenges.
 - MBTI was very useful

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Team Goals Moving Forward

- ❑ Define capacity building needs and establish a vision for the team moving forward
- ❑ Support CDPH and OHE in its effort to advance health equity
- ❑ Support the HiAP Task Force to define shared goals and establish a common vision for promoting equity
- ❑ Develop a plan to support local health departments in their application of a Health in All Policies approach

Next Steps for the Team

- ❑ Coordinate an event for the HiAP Task Force to explore equity in the context of healthy, sustainable communities and health equity.
- ❑ Ensure that newly developed recommendations and implementation plans explicitly advance health equity.
- ❑ Maintain existing and develop new partnerships to advance health equity.
- ❑ Continue to identify opportunities to advance the leadership and capacity of HiAP staff to address health equity.

Team Member Comments

- ❑ NLAPH served as the push I needed to make time to work on my leadership capacity and acknowledge my leadership strengths.
- ❑ Provided support and developed our capacity to take-on new leadership challenges.
- ❑ Enabled us to think strategically about next steps for the team and how to support to the HiAP Task Force and OHE.
- ❑ NLAPH helped me see my colleagues in a new light, and appreciate skills and strengths that I had not previously been aware of.
- ❑ NLAPH helped me recognize how unique our approach is, and want even more to develop strategize to disseminate our strategies and learnings.